

CITY COUNCIL REPORT



Meeting Date: May 14, 2013
 General Plan Element: *Community Involvement*
 General Plan Goal: *Seek community-wide representation on issues*

ACTION

Audit Committee recommendation for Human Relations Commission Sunset Review. Adopt Resolution No. 9406 accepting the Audit Committee's recommendation and authorizing continuation of the Human Relations Commission.

BACKGROUND

In September 2011, the Council adopted Resolution No. 8823 establishing a Sunset Review process for its boards and commissions. This resolution directs the Audit Committee to develop a schedule for reviewing each of the City's boards and commissions to evaluate whether:

- a) the reviewed board or commission is serving its intended purpose;
- b) the purpose should be maintained or modified; and
- c) the purpose has been served or is no longer required.

Subsequently, the Audit Committee is to submit its recommendation to the Council regarding whether to continue or terminate the reviewed board or commission.

The Audit Committee adopted its Sunset Review schedule and process in February 2012, with the goal of reviewing each board or commission once every three years. The adopted process requires the City Auditor to notify each board or commission and staff liaison of its scheduled review. The City Auditor also collects background information on the board or commission to be reviewed, including its purpose as stated in City Code, its annual report and other information as requested by the Audit Committee, Council or otherwise deemed relevant. Public comment may also be provided to the Audit Committee at the scheduled meeting, in written format, or through other means.

With the completion of this review, all Sunset Reviews scheduled for FY 2012/13 have been conducted, including:

- August 20, 2012 - Building Advisory Board of Appeals and Board of Adjustment
- September 17, 2012 - Environmental Quality Advisory Board
- February 4, 2013 - Historic Preservation Commission
- April 15, 2013 - Human Relations Commission

ANALYSIS & ASSESSMENT

Policy Implications

The Human Relations Commission's purpose is to "... advocate and promote all dimensions of diversity. The Scottsdale Human Relations Commission will act as an advisory body to the mayor, city council and staff and to make recommendations on ways to encourage mutual respect and understanding among people, to discourage prejudice and discrimination, and to work towards cultural awareness and unity. The Commission may also make recommendations as to special events which will further its purpose." (*Scottsdale Revised Code §2-363*)

Community Involvement

Continuation of this commission allows seven Scottsdale residents to directly participate in Scottsdale's government functions through serving as an advisory body to the Council.

RESOURCE IMPACTS

Staffing, Workload Impact

If approved, existing City staff will continue supporting this Commission in meeting its purpose. This support includes serving as staff liaison to schedule and coordinate commission meetings, providing staff analysis as requested, maintaining commission records and other such duties. Currently the Human Resources Division provides staff support to the Commission, including: Velicia McMillan Humes, Director-Office of Diversity, and Mark Wilson, Sr. HR Analyst.

OPTIONS & STAFF RECOMMENDATION

Recommended Approach

Adopt Resolution No. 9406 accepting the Audit Committee's recommendation and authorizing continuation of the Human Relations Commission.

Description of Option B

Alternatively, the Council may choose to terminate or modify the purpose of this Commission.

Proposed Next Steps

Staff will take any additional steps needed to enact the Council's action, including notifying the Human Relations Commission of the approval or modification of this resolution.


RESPONSIBLE DEPARTMENT(S)

City Auditor; Human Resources Division

STAFF CONTACTS (S)

Sharron Walker, City Auditor, Swalker@ScottsdaleAZ.gov


APPROVED BY



Sharron Walker, City Auditor
(480) 312-7867, Swalker@ScottsdaleAZ.gov

4/24/13

Date



Dan Worth, Acting City Manager
(480) 312-2811, DWorth@ScottsdaleAZ.gov

4-26-13

Date

ATTACHMENTS

1. Proposed Resolution No. 9406
2. Resolution No. 8823 (adopted September 13, 2011)
3. Audit Committee minutes for April 15, 2013 meeting (draft)
4. Human Relations Commission Sunset Review packet

RESOLUTION NO. 9406

A RESOLUTION OF THE COUNCIL OF THE CITY OF SCOTTSDALE, ARIZONA, ACCEPTING THE AUDIT COMMITTEE'S RECOMMENDATION AND AUTHORIZING THE CONTINUATION OF THE SCOTTSDALE HUMAN RELATIONS COMMISSION.

WHEREAS, pursuant to Resolution No. 8823, the City Council has authorized the Audit Committee to periodically review the City's boards and commissions to evaluate whether the purpose of each is being served and whether the purpose should be maintained, modified or is no longer required; and

WHEREAS, pursuant to Resolution No. 8823, the City Council has further authorized the Audit Committee to make recommendations to the City Council regarding the continuation or termination of the boards and commissions reviewed; and

WHEREAS, the Audit Committee conducted its review of the Scottsdale Human Relations Commission on April 15, 2013; and

WHEREAS, as a result of its review, the Audit Committee has recommended the continuation of the Scottsdale Human Relations Commission;

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Scottsdale, Arizona, as follows:

Section 1. The City Council hereby accepts the Audit Committee's recommendation and authorizes the continuation of the Scottsdale Human Relations Commission.

PASSED AND ADOPTED by the Council of the City of Scottsdale, Arizona, this 14th day of May, 2013.

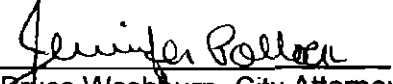
CITY OF SCOTTSDALE, an
Arizona municipal corporation

ATTEST:

W. J. "Jim" Lane, Mayor

Carolyn Jagger, City Clerk

APPROVED AS TO FORM:



Bruce Washburn, City Attorney

By: Jennifer Pollock, Assistant City Attorney

RESOLUTION NO. 8823

A RESOLUTION OF THE COUNCIL OF THE CITY OF SCOTTSDALE, ARIZONA, DIRECTING THE AUDIT COMMITTEE TO DEVELOP A SCHEDULE FOR THE PERIODIC REVIEW OF BOARDS AND COMMISSIONS AND AUTHORIZING THE AUDIT COMMITTEE TO REVIEW BOARDS AND COMMISSIONS PURSUANT TO THE ESTABLISHED SCHEDULE AND MAKE RECOMMENDATIONS TO THE COUNCIL REGARDING THE CONTINUATION OR TERMINATION OF THE BOARDS AND COMMISSIONS REVIEWED.

WHEREAS, pursuant to Ordinance Nos. 2236, 2304, 2480 and Division 6 of Chapter 2, Article III of the Scottsdale Revised Code, Section 2-118, the City Council established the Audit Committee to consult with the City Auditor regarding technical issues, to work to assure maximum coordination between the work of the City Auditor and the needs of the City Manager and other charter officers and to perform other duties as required or directed by the City Council; and

WHEREAS, the City Council desires to establish a schedule for the periodic review of the City's boards and commissions to determine whether the boards and commissions are meeting their intended purpose and whether to continue or terminate such boards and commissions;

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Scottsdale, as follows:

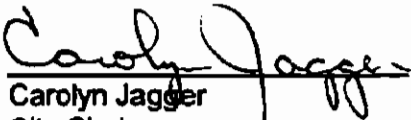
Section 1. The City Council hereby authorizes and directs the Audit Committee to perform the following duties pertaining to the City's boards and commissions:

- a) Develop a schedule for reviewing the City's boards and commissions;**
- b) Review the City's boards and commissions in accordance with the established schedule;**
- c) Evaluate whether each board and commission reviewed is serving its intended purpose; whether the purpose of each board and commission should be maintained or modified; and whether the purpose of each board and commission has been served or is no longer required; and**
- d) Submit to the City Council its recommendations regarding whether to continue or terminate each board and commission reviewed.**

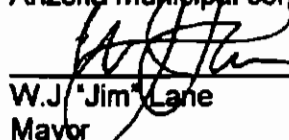
Section 2. Notwithstanding Section 1 of this Resolution, the City Council may terminate a board or commission at any time.

PASSED AND ADOPTED by the Mayor and Council of the City of Scottsdale this 13th day of September, 2011.

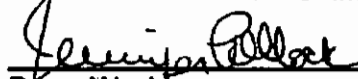
ATTEST:


Carolyn Jagger
City Clerk

CITY OF SCOTTSDALE, an
Arizona municipal corporation


W.J. 'Jim' Lane
Mayor

APPROVED AS TO FORM:


Bruce Washburn
City Attorney
By: Jennifer Pollock
Assistant City Attorney

DRAFT MINUTES
CITY OF SCOTTSDALE
AUDIT COMMITTEE



MONDAY, APRIL 15, 2013

CITY HALL
KIVA CONFERENCE ROOM
3939 NORTH DRINKWATER BOULEVARD
SCOTTSDALE, AZ 85251

REGULAR MEETING

PRESENT: Suzanne Klapp, Chair
Virginia Korte, Council Member
Robert Littlefield, Council Member (arrived 4:09 p.m.)

STAFF: Dr. Velicia McMillan Humes, Human Resources
Ken Nemec, Human Resources
Amy Davidson, Information Technology
Brad Hartig, Information Technology
Kelly Corsette, Office of Communication
Cathleen Davis, City Auditor's Office
Joanna Munar, City Auditor's Office
Sharron Walker, City Auditor

GUESTS: Jeff Jameson, Human Relations Commission

CALL TO ORDER

Chair Klapp called the meeting to order at 4:02 p.m. A formal roll call confirmed the presence of Committee Members as noted above. Chair Klapp welcomed Council Member Korte. As this is Council Member Korte's first meeting, approval of minutes will be after Council Member Littlefield arrives.

**2. Discussion and possible direction to staff regarding Sunset Review:
Human Relations Commission**

City Auditor Sharron Walker introduced the review of the Human Relations Commission, summarizing the Commission's purpose according to City Code and the Audit Committee's charge to evaluate the Commission and its purpose and make a recommendation to Council.

Council Member Korte expressed concerns about the outcomes of the Commission and how they impact the citizens of Scottsdale. She commented that little information is

shared between commissions and departments. Although the Commission falls under the auspices of the Office of Diversity, on the web page there is no mention of the Human Relations Commission. She asked what the Commission is really trying to accomplish and how this noble work can be brought to a level where it impacts more people rather than just participating in conferences and one-time events.

Mr. Jeff Jameson, Chair of the Human Relations Commission, said the Commissioners feel frustration about having more horizontal and vertical impact. They do as much outreach as possible through the Civil Dialogue series, and are available through the speakers' bureau to address issues of civil dialogue and civil justice. They realize there is little public awareness of the Commission's work. He recognized that the Office of Diversity staff are spread thin and noted that the Commissioners are all busy working people who volunteer. The Commission has worked on strategic planning with Kelly Corsette on how to better integrate into the community.

Mr. Jameson said the Commission has made a recommendation to City Council about the Arizona Accord that has yet to be agendized by Council. They have done a lot of work around undocumented immigration. The Commission believes there are actions which Council could take to position both the City and the Commission more in the public eye.

Council Member Littlefield arrived.

Chair Klapp said she felt a Council work study session on the Arizona Accord would be helpful. She said the Human Relations Commission annual report was very comprehensive. The Commission does a great deal, but no one is aware of what is happening. It is disappointing that the Civil Dialogue events are not attended by more people. The Commission's attempt to reach out to the community is admirable and something that other bodies do not always undertake.

Chair Klapp agreed with Council Member Korte that the Office of Diversity web page should have a link to the Human Relations Commission, which can be done easily. She opined that the Commission is meeting its purpose through its many activities. She suggested that the Office of Diversity and the Communications Office could discuss how to raise public awareness of the Commission's work.

Chair Klapp said the Audit Committee could make a recommendation to Council that a discussion take place on the Arizona Accord, as recommended by the Human Relations Commission a year ago.

Council Member Littlefield said it would not be appropriate for the Audit Committee to make such a recommendation, but an individual member could do so. He said the Council has no input on immigration issues and Council Members may have felt this is too controversial and did not want to take a position.

Chair Klapp commented that in a work study session Council Members do not necessarily have to take a position. Another approach could be to present the report at the beginning of a Council meeting without placing it on the agenda. Although all Council Members received the report electronically, the public has not been made aware of the report.

Mr. Jameson noted that the recommendation in fact contained two action items:

- 1) To commend the Police Department on their sensitivity in implementing SB 1070
- 2) To adopt the Arizona Accord itself which contains finite actions Council could take in terms of reaching out and having dialog with elected officials in Washington and Arizona

Saying that the boards and commissions of Scottsdale are hidden gems with over 200 volunteer members, Mr. Jameson said there would be value in bringing the commissions together once or twice a year to share their work and cross-promote what they are doing. This could garner grass-roots support for all the commissions. He acknowledged that the Mayor is hosting a recognition event soon, but they need a forum for sharing information.

Council Member Littlefield commented that the action items are really symbolic. He does not believe it is appropriate for Council to make symbolic statements.

Council Member Korte said the Arizona Accord sets guiding principles for respecting individuals and families. It is important for local communities to provide some leadership on these issues. Immigration is an issue for everyone in Arizona because everyone has been impacted by it. She undertook to ask that Council receive the report.

Council Member Littlefield agreed that these are important issues, but believes it is inappropriate for Council to take a position on an issue over which they have no legislative authority.

COUNCIL MEMBER LITTLEFIELD MOVED ACCEPTANCE OF THE ANNUAL REPORT OF THE HUMAN RELATIONS COMMISSION AND THAT THE COMMISSION CONTINUE TO OPERATE. SECONDED BY COUNCIL MEMBER KORTE, THE MOTION PASSED BY A UNANIMOUS VOTE OF THREE (3) TO ZERO (0).

Chair Klapp thanked Mr. Jameson for the good work the Human Relations Commission does. Mr. Jameson thanked her for her attendance at meetings and public events.

--end of excerpt--



City Auditor's Office

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TO: Chair Klapp and Members of the Audit Committee

FROM: Sharron Walker, City Auditor

DATE: April 5, 2013

RE: Human Relations Commission Sunset Review

This Commission's purpose, according to Scottsdale Revised Code §2-363, is to:

"... advocate and promote all dimensions of diversity. The Scottsdale Human Relations Commission will act as an advisory body to the mayor, city council and staff and to make recommendations on ways to encourage mutual respect and understanding among people, to discourage prejudice and discrimination, and to work towards cultural awareness and unity. The commission may also make recommendations as to special events which will further its purpose.

(Ord. No. 3315, § 1, 5-15-00; Ord. No. 3357, § 1, 11-6-00)

Attached is the Human Relations Commission's most recent annual report, which covers calendar year 2012, along with supplementary information from the Board's staff liaison.

For your information, I have also attached the Commission's calendar year 2011 and 2010 annual reports.

The Audit Committee is to evaluate whether the board being reviewed is serving its intended purpose; whether the board should be maintained or modified; and whether the purpose of the board has been served or is no longer required.

Specifically, the Audit Committee is to recommend to the City Council whether to continue or terminate the Board.



Human Relations Commission Annual Report

Prepared by Velicia Humes, Director - Office of Diversity
and Mark Wilson, Diversity Analyst-Office of Diversity, on 2/15/13

Approved by the Human Relations Commission on 2/11/13
Web Site Address: www.ScottsdaleAZ.gov/boards/HumRel

Number of Meetings Held: 11

Public Comments: 1

Introduction:

"Segregation Now, Segregation Tomorrow, Segregation Forever!"

The January 2013 meeting of the City of Scottsdale Human Relations Commission was held on the 50th anniversary of the inauguration of Alabama Governor George Wallace where Mr. Wallace intoned those inglorious words. It seemed only fitting that at that recent meeting we discussed the relevance of our Commission

As in indication of how far our Country has come in those 50 years, I am writing this introduction on the auspicious occasion of the second inauguration of The President of the United States, Barack Obama. Today is also the Nation's celebration of the life of Dr. Martin Luther King. It is a great tribute to all Americans that we can judge the people by the content of their character and not the color of their skin.

Despite the tremendous advances, the work for civil rights and civil justice continues with many important matters yet to settle. The members of the Human Relations Commission are proud of the work we do on behalf of the citizens of Scottsdale and in 2012 we accomplished a great deal. Throughout the past year we addressed some of the most timely and contentious issues of the day. Our work spanned the ongoing developments in many areas including; immigration, civil discourse, 1st Amendment rights, 2nd Amendment rights, public safety, diversity in local businesses, and many others. We also continued to advance the City of Scottsdale's relationships with local, statewide and national partners such as, the NAACP, the Anti-defamation League, Scottsdale School District, Scottsdale Community College, multiple chambers of commerce and Scottsdale's multiple internal resource teams.

Our work can be described in two complementary ways:

"Think Globally and Act Locally" and "He that can have patience, can have what he will". This is to say that through our City's leadership on many of these issues, our work has impact well beyond the boundaries of our city. We are also saying that very few of the matters taken up through our charge can be fixed or changed in the short run.

In these dynamic times of change the work of the Human Relations Commission remains highly relevant. What's more, City Council's visible involvement in our activities is vital to demonstrating Scottsdale's leadership in the area of human rights – not only in our community but well beyond our borders.

Finally, we are honored to serve the City of Scottsdale and humbly submit the following annual report on our work of 2012 and plans for 2013

Major Topics of Discussion / Action Taken:

- January 9: Partnered with Scottsdale Libraries to create opportunities to support Scottsdale Leadership Initiative-Principles for Civility Initiative (Attachment I).
- Monthly: Voices broadcast produced, in partnership with Channel 11, to market and communicate cross cultural/civil dialogue series. Commissioner Dr. Joel Martin hosts the program and interviews the speakers or panelist participating in the series. This program allows the SHRC to utilize Channel 11 to communicate and promote the value of diversity.
- February 14 and 16: "Catwalks for Scottsdale Fashion Week." Ms. Joanne DeShay of Black Russian Label and model Ms. Tanisha Mariko Harper discuss the progress persons of color have made in the fashion industry, including Scottsdale.
- February 27: The SHRC completed a report titled 'Immigration Study: Facts & Recommendations'. This 30 page study provided a comprehensive review of the often unknown or misunderstood facts around the economics, immigration data and crime statistics associated with the immigration debate. It also noted activity in other jurisdictions along with the view of the ASU Morrison Institute of Public Policy. Finally, the study offered two specific recommendations for the Scottsdale City Council's consideration. The study has also been shared with other Valley HRC's (Attachment II).
- March 7: "Jews and Baseball: An American Love Story." Aligned with spring training, this film portrayed the immigration, assimilation, bigotry, heroism, the passing on of traditions and the shattering of stereotypes (Attachment III).
- April 3 and 5: "The Crayon Box: The Mission of Multicultural Education." Ms. Erica Alexander presented demographic trends in the United States and Arizona, as it relates to educational policies, to examine the relationship between cultural values, the formation of self-concept and academic achievement (Attachment III).
- April 9: Discussed state of Florida's "Stand Your Ground" laws in wake of racially motivated shooting. On April 9, 2012, SHRC invited Assistant Police Chief John Cocca to review Arizona Revised Statute's on use of force and justifications for using force. The public was invited to this discussion as well and there was citizen/community dialogue (Attachments IV).
- April 9: Commissioners participated in a Program Planning Session to identify 2012-2013 cultural series, community activities and marketing strategies to meet its charter of promoting and communicating the value of diversity in our community through education and utilize City partnerships (Attachment V).
 - Developed the topics for the 2012/13 cultural series titled, "The Civil Dialogue Series". Topics and scheduled presentations: "Listen Up" on October 15, 2012. Next offering "The Need for Conversation" to be held February 7, 2013. The last offering "Understanding the Refugee Experience" will be held May 8, 2013 (Attachment VI).
- May 14: Met with Neighborhood Watch Representative, Joy Racine. Program specifics were discussed, as well as ways for the SHRC to attend neighborhood events and make diversity related materials available to the community.

- June 11: Partnered with the Office of Communications to develop marketing pieces and develop social media outlets. Ms. April Fischer, reporter and Student for the ASU, Cronkite School of Communication attended the meeting.
- June 19: SHRC presented a annual report of their activities to the City Council, which included a summary of the comprehensive immigration study results to Mayor and Council for review and possible action (Attachment VII).
- August 13: Dr. Priscilla Gill, Mayo Hospital and Mr. Jim Marshall, Scottsdale Healthcare presented information concerning their diversity initiatives and the Affordable Healthcare Act. These presentations provide accurate information to commissioner members and aid in their efforts to educate citizens.
- August 13: Commissioners adopted the Principles of Civil Dialogue in support of the Mayor's proclamation, and incorporates the principles as ground rules during the Civil Dialogue Series.
- October 15: Civil Dialogue Series, first presentation, "Listen Up". Mr. Fred Duval, Dr. Matthew Whitaker and Lisa Urias, national and local leaders on civility engaged in a spirited community discussion on civil discourse in America.
- November 2: Co-Sponsored the La Gran Fiesta with the Office of Diversity and the Scottsdale Cultural and Performing Arts Center. This annual event is held to celebrate the diversity found in the Latino/Hispanic Culture (Attachment VIII).
- November 6: Forward a recommendation to adoption of Arizona Accord to Mayor and Council, awaiting decision from Mayor and Council (Attachment IX).
- December 2: Provided community outreach during Holiday Harmony, sponsored by Community Services. Commissioners selected and provided the resources to work with children to create a craft and disseminate "Sharing the Season" publication (Attachment X).
- February 7: Civil Dialogue Series, "The Need for Conversation: Targeted Delivery." Mr. Don Logan, former City of Scottsdale, Director of Diversity and author, discussed the evolution of diversity in Scottsdale and his experience as a result of receiving a bomb as a result of his profession as a diversity practitioner.

Commissioners visited with various neighborhood watch groups, by either selection or invitation, and participated in the following community partnership events to promote SHRC mission and purpose.

- Quarterly Regional Human Relations Commission Meetings: February 14, 2012 (Tempe); May 16, 2012; September 19, 2012.
- Regional Unity Walk
- East Valley NAACP
- Mayor's Committee on Employment of People with Disabilities
- Anti-Defamation League
- IN10 (GLBT Community)
- Asian Chamber of Commerce
- Urban League
- Scottsdale Chamber of Commerce
- Black Chamber of Commerce

- Community Celebrating Diversity (CCD), 19th Annual Dr. Martin Luther King, Jr. Celebration and Scholarship Event
- Maricopa NAACP
- Phoenix Indian Center
- Greater Phoenix Hispanic Chamber of Commerce
- Scottsdale Employee Resource Group Activities/Events (i.e. DAC and Gay Straight Alliance)

Current Member Attendance:

Member Name, Title	Present	Absent	Service Dates
Jeff Jameson, Chairman	11	0	January to December
James Campbell	8	3	January to December
Susan Galpin	8	3	January to December
Bob Fox	11	0	January to December (At June and August meeting via telephone)
Joel Martin	8	3	January to December
Edward Lopez	8	3	January to December
Linda Simmons	8	2	January to October (Term ended October)
Lauren Griswold	2	0	October to December

Subcommittees: None

Ethics Training: Yes/January 14, 2013

Selected Officers: Yes/January 14, 2013

Reviewed Bylaws/City Code: Yes/April 9, 2012

Anticipated Key Issues:

- Provide continuing education to Council and our community concerning on-going immigration legislation.
- Continue public conversations on civility.

Future Significant Work Products:

- GAIN (Getting Arizonians Involved in Neighborhoods) Programs: Attend Neighborhood Watch Celebration (1st meeting for Neighborhood Watch Captains) and Community-wide Block Parties
- Provide active participation on the CCD Annual Scottsdale MLK Event Planning Committee.
- Continue Cultural/Civil Discourse Series and Voices-Channel 11 programming

•SHRC will work to use social media as a tool to promote its mission, purpose, and events in 2013 by use of:

- Facebook
- Twitter
- City social media mediums

Upcoming Opportunities, Challenges, or Outcomes:

•Opportunity: May 8: "Understanding the Refugee Experience." Refugees living in Scottsdale from various countries will join the community for a conversation to discuss the challenges refugees face.

•Challenge: Continue to provide relevant diversity/cultural topics to engage citizens and increase participation at events.

Additional Comments/Recommendations: If the Board/Commission wishes to add additional comments or recommendation(s) to the City Council, it can go in this section.

No additional comment/recommendations made.

Attachment I:
Scottsdale Leadership Principles for Civility



We believe a healthy community engages in robust public dialogue on important issues. The best decisions require that many points of view be heard and considered. A healthy and thriving community results from active public dialogue in which all community members feel safe expressing their views.

During Scottsdale Leadership's 25th anniversary year, the organization envisioned a legacy that supports and enriches the future of our community through the Principles for Civil Dialogue.

The Principles have been adopted by the Scottsdale Leadership Board of Directors. As we carry the Principles into the community, we are inviting similar organizations to adopt or endorse these Principles. Our goal is to positively impact public dialogue and have these Principles become accepted practice in our community.

Principles for Civil Dialogue

As a member of the Scottsdale community, I will genuinely listen; speak respectfully; and be accountable for my words and actions.

- "Genuinely listen" means I will listen for the purpose of understanding the speaker's point of view, without prejudging whether that point of view is right or wrong.
- "Speak respectfully" means I will voice my point of view calmly and respectfully without losing the passion of my position and commitment, discussing the issues without personal criticisms.
- "Being accountable" means I accept responsibility for my words and actions.

Our "Ask"

We would like your organization to consider lending its public support to our efforts. We ask that you take these Principles to your members and discuss whether your organization can adopt or endorse them. If you would like a member of Scottsdale Leadership to assist with that discussion, we will be happy to arrange for one of us to attend.

If your organization decides to adopt or endorse these Principles, we ask that you share your decision with us in writing and allow us to publicize your decision. A template is attached for your convenience.

Finally, we ask that your organization embed these Principles as appropriate in its structure and foundation. Consider including them in orientation materials for new members and new Board members. Also consider including them in your website's "About Us" or "Who We Are" sections. Revisit the Principles annually to keep them fresh and front-of-mind.

We know your organization shares our commitment to building a better, stronger community. We hope you will also share our belief that the Principles for Civil Dialogue can play an important role in that effort.

Please let me know if there are questions. We look forward to hearing from you.



(August 2011) Initiative driven by Scottsdale Leadership alumni for adoption throughout the Scottsdale community

Value Statement:

Civil discourse advances the public interests, as opposed to selfish interests. It creates a safe environment in which different points of view can be expressed and evaluated.

Principles for Civil Dialogue:

As a member of the Scottsdale community, I will genuinely listen; speak respectfully; and be accountable for my words and actions.

Definitions:

- **"Genuinely listen"** means I will listen for the purpose of understanding the speaker's point of view, without prejudging whether that point of view is right or wrong.
- **"Speak respectfully"** means I will voice my point of view calmly and respectfully without losing the passion of my position and commitment, discussing the issues without personal criticisms.
- **"Being accountable"** means I accept responsibility for my words and actions.

Attachment II:
Immigration Study: Facts &
Recommendations

3/12/12
Hardart

REVISED



**SCOTTSDALE HUMAN RELATIONS COMMISSION
DIVERSITY FACTS & RECOMMENDATIONS**

*"Nothing is more powerful
than an idea whose time has come."*

FEBRUARY 27, 2012

UPDATED: SCOTTSDALE HUMAN RELATIONS COMMISSION IMMIGRATION STUDY: FACTS & RECOMMENDATIONS

Background: During recent months, the Scottsdale Human Relations Commission completed the above referenced Study and informally presented and discussed it with many of you on an individual basis. These discussions were primarily facilitated by the Commission's Chairperson, Jeff Jameson, who on occasion was assisted by other Commissioners. Since that time, none of the key information contained in the Study's Executive Summary (page 4) or its comprehensive Analyses (pages 6-16) have changed.

However, we have observed an important new approach in our collective communities' way to create a constructive dialogue around this topic. This approach suggests that rather than each municipality adapting and/or adopting its own, potentially unique 'compact' type statement, there might be substantial benefit in adopting a statewide policy as done in Utah via its Utah Compact. This approach was highlighted in the attached January 25, 2012 Arizona Republic article (page B3), "**Arizona Accord aims at shift on migrants**".

While your Human Relations Commission previously recommended in its Study that Scottsdale adopt its own Scottsdale Compact, we now see several distinct advantages in pursuing a statewide 'Arizona Accord'. First, given the level of potentially divisive rhetoric and disagreement around this topic, some communities' leaders might find it difficult to approve any sort of compact language. Second, for those communities that did adopt a compact, there would be the possibility of significantly different and conflicting languages in them which could lead to time being invested in largely non-productive debates rather than focused on the greater issue at hand. And third, a statewide 'accord' would reduce the political focus on each community's view and drive the intended 'civil discussion' to a statewide level.

A copy of the Arizona Accord is attached for your review and consideration. You will quickly see that it is not identical to the Utah Compact (Study pages 14-15), but is much closer to the proposed Mesa Compact (Study page 15) and our previously recommended Scottsdale Compact (Study page 19). Most importantly, all versions include a specific opening statement which says "A declaration of five principles to guide the immigration discussion". This Commission believes this is clearly a repeated message about having a fact-based 'civil discussion' about immigration.

At the time your Human Relations Commission completed this study, we were unaware of a statewide 'accord' type effort. Had one been underway, we now agree that would have been our preferred approach and would have constructed a recommendation to reflect such a statewide approach.

Updated Recommendation #1: On page 5 of the Study, this Commission previously recommended that "Scottsdale adopt a Scottsdale Compact...as a statement of the values and spirit...should be applied to the very complex issue..." and that "Through such action, the City of Scottsdale would widely communicate its views..."

We have now discussed and, through our formal Commission approval process on February 27, 2012, concluded that our Recommendation #1 should be updated by deleting the words "a Scottsdale Compact" in the first sentence and inserting the words "the Arizona Accord". (With this change, the revised Recommendation #1 would read: "Recommendation #1: Based on its review of the facts, this Commission recommends that Scottsdale adopt the Arizona Accord and broadly share it as a statement of the values and spirit the City of Scottsdale believes should be applied to the very complex issue of immigration. Through such action, the City of Scottsdale would widely communicate its views to its citizens, business leaders, visitors, potential visitors and other individuals as well as other AZ cities, state legislators and congressional representatives."

As referenced in our Executive Summary, taking such action could still position Scottsdale as a role model by supporting the need for 'civil discussion' since it is increasingly apparent this topic is not going away and, as City of Scottsdale leaders, it is increasingly likely that you will be asked to speak to this topic. And, while this Commission recognizes that each of you has varying amount of information and differing views about this complex topic, we do hope that you can support the need for thoughtful dialogue.

Formal Recommendation: Therefore, based on the above information and the previously submitted Scottsdale Human Relations Commission Immigration Study: Facts & Recommendations, the Scottsdale Human Relations Commission formally requests that the City Council approve Updated Recommendation #1 regarding the Arizona Accord and approve Recommendation #2 regarding an acknowledgment to the Scottsdale Police Department. Should you have questions, representatives of this Commission would be delighted to meet with you, individually or collectively, to address them.

Thank you for your consideration and for working with us to achieve our Scottsdale Human Relations Commission's Charter which states, in part, "...act as an advisory body to the mayor, city council and staff and to make recommendations on ways to encourage mutual respect and understanding among people, to discourage prejudice and discrimination, and to work towards cultural awareness and unity."

Attachment III:
2011/2012 Cross Cultural Communication
Series Brochure

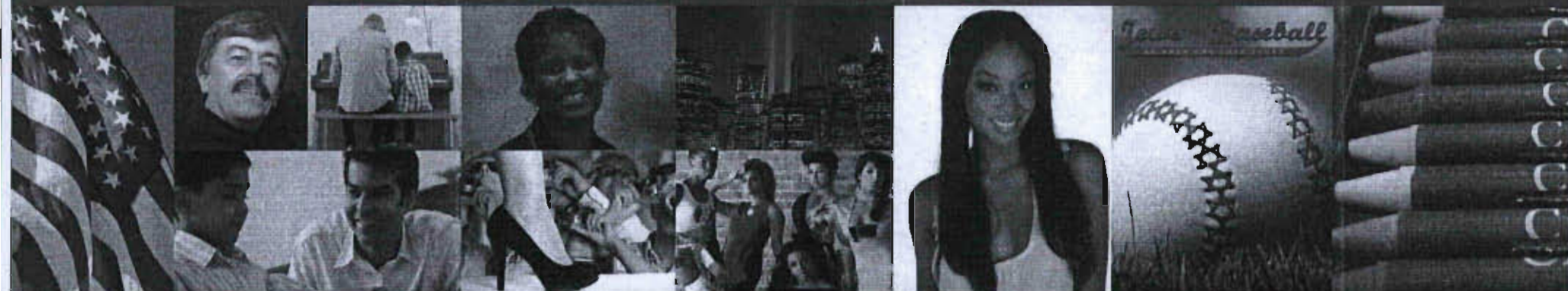
Welcome – and open your mind with these conversations! On behalf of the city's Human Relations Commission, we are pleased to present this season's Cross Cultural Communications Series. It is our hope that you find these programs both educational and entertaining.

The public is invited to attend a free series of programs celebrating and learning about diversity. The City of Scottsdale's Human Relations Commission and the Scottsdale Public Library System sponsor the "Cross Cultural Communications Series."

To register or for more information, go to www.scottsdaleaz.gov/HRC/diversity/central/crossculturalseries or contact the Office of Diversity and Dialogue at (480) 312-7772.

This 2011-12 schedule includes the following programs. Moderated discussions are included as part of each program. Programs are subject to change.

Human Relations Commissioners: Ch. Linda Simmons, James Campbell, Robert Lopez and Joel Martin.



2011-2012

Cross Cultural Communication Series

"A single conversation with a wise man is better than ten years of study."
—Chinese Proverb

Remembering & Honoring 9/11

Tuesday, Sept. 6, noon
Mustang Library Auditorium, 10101 N. 90th Street

Thursday, Sept. 15, 6pm
Civic Center Library Auditorium, 3839 N. Drinkwater Blvd.

The wife of the sole Arizona killed in 9/11 will be the keynote speaker at the first in a series of Cross Cultural Communications programs. Dawn Kellough-Jind's husband, Gary, was attending a business meeting at the World Trade Center on Sept. 11, 2001, when he perished. What's changed since that unimaginable day a decade ago? How have we changed? Dawn shares her compelling emotional journey about personal strength and love.

Making Room for Dad: Promoting Father Involvement

Thursday, Oct. 6, noon
Mustang Library Auditorium, 10101 N. 90th Street

Thursday, Oct. 6, 6pm
Civic Center Library Auditorium, 3839 N. Drinkwater Blvd.

Learn strategies from Child Crisis Center's Neil Tili that have proven effective in creating more father-friendly environments, enhancing father inclusion in community programs and helping dads to build healthy relationships with the mothers of their children.

Catwalks for Scottsdale Fashion Week

Tuesday, Feb. 14, noon
Mustang Library Auditorium, 10101 N. 90th Street

Thursday, Feb. 16, 6pm
Civic Center Library Auditorium, 3839 N. Drinkwater Blvd.

Find out how much color will hit the catwalks for Scottsdale Fashion Week in February. We're not talking about the clothes; we're talking about the models! Hosted by Joanne DeShay of Black

Jews and Baseball: An American

Wednesday, March 7, 7pm
Scottsdale Center for the Performing Arts

The March program aligns with spring Jews and Baseball: An American Love. Immigration, assimilation, bigotry, her traditions and the clashing of stereotypes.

The Crayon Box: The Mission of

Tuesday, April 19, noon
Mustang Library Auditorium, 10101 N.

Thursday, April 5, 6pm
Civic Center Library Auditorium, 3839

Erica Alexander presents the final program, Crayon Box: The Mission of Multiculturalism. The relationship of cultural values to art and academic achievement. Current United States and Arizona as it relates. Implications will be presented and discussed.



Attachment IV:
Stand Your Ground Questions for Chief
Coca and Arizona Republic Article

Item 3
4-9-12

April 9, 2012

Questions re "Stand Your Ground" (13-411. Justification; use of force in crime prevention; applicability)

Introduction: Given the charter of this Commission which states (in part): "...to act as an advisory body to the mayor, city council and staff and to make recommendations on ways to encourage mutual respect and understanding among people, to discourage prejudice and discrimination, and to work towards cultural awareness and unity..." and given the issues surrounding the shooting of Trayvon Martin in Florida and given (I believe) the collective desire of everyone here to avoid having a similar incident here in Scottsdale, the following questions and discussion points are put forth.

Questions/Discussion Points

- Please discuss Arizona's "stand your ground" law or equivalent statute and give a couple of examples of how it has been or might be applied in Arizona.
- Does Scottsdale have any ordinance or regulation that provides further clarity in such situations?
- What guidance, if any, does Scottsdale PD or 9-1-1 operators provide Neighborhood Watch groups/individuals re pursuing potential criminals, use of force and use of guns?
- Has the shooting of Trayvon Martin caused the Scottsdale PD to change or consider changing the training it provides to its officers or to Neighborhood Watch groups? If so, please describe and if not, why not?
- Given this topic and the City of Scottsdale, do you see any potential diversity issues that might be relevant for this Commission and/or the Scottsdale PD to consider? If so, please describe and share your thinking on how to address them.
- Hypothetical Situation 1: Unarmed person A is walking at night down a dark street in a Scottsdale neighborhood. A neighborhood resident, who I will call person B, deems person A to be 'suspicious', arms himself for protection and begins to follow person A. Person A begins to feel threatened by person B following him closely and, as a result of fearing for his life, confronts person B. Given the confrontational behavior and fearing for his life, person B shoots person A. My reading of AZ statute 13-411 says person A does not have a duty to retreat and person B does not have a duty to retreat. This seems like a 'lose-lose' situation. What insights would you have on this situation? Also, what if person A had the gun and person B did not?
- Hypothetical Situation 2: Same initial situation as above, but person B calls Scottsdale 9-1-1. What guidance or specific instructions would 9-1-1 provide and is person B obligated to follow the guidance or specific instructions given? Does the guidance or specific instructions provided by a 9-1-1 operator have less legal authority than those given by a sworn police officer?

Acknowledgment: Based on this Commission's previous dialogue with the Scottsdale PD, we acknowledge your continuing efforts to build bridges and trust with our city's diverse communities as well as your continuing commitment to professionalism and service to all.

RCF II 4/9/2012

Police: Better witnesses, not doers, sought

By Beth Duckett

The Republic | azcentral.com

In the wake of the fatal shooting of Florida teenager Trayvon Martin, Scottsdale Assistant Police Chief John Cocca stressed that residents should be "the best witnesses possible" if they are caught in the midst of a crime.

"We want the police to take the enforcement action," Cocca told the Scottsdale Human Relations Commission, which spearheaded a dialogue this week on the shooting and controversial self-defense laws in the case.

"We don't necessarily want the citizen to take the enforcement action," Cocca said.

"Our direction almost always is to be the best witness you can."

Martin, who was unarmed and wearing a hoodie, died in Sanford, Fla., on Feb. 26 after he was shot by George Zimmerman, a neighborhood-watch volunteer.

The 17-year-old was returning to his father's fiancée's house from a corner

store when he was shot.

Zimmerman, who has not been charged, and his attorney claim that he was attacked first.

They invoked Florida's Stand Your Ground law, which allows the use of deadly force if a person feels threatened and acts in self-defense.

The case has sparked a flurry of debate in the shooting of a Black youth, leading to demonstrations across the country, including Phoenix.

Human Relations Commissioner Robert Fox suggested Monday's discussion, which covered Arizona self-defense laws.

Cocca said Arizona doesn't have a Stand Your Ground law. Like other cities, Scottsdale follows state laws that pertain to self-defense and justification of physical and deadly force during potential crimes.

In Arizona, "there are the state laws that police agencies and enforcement agencies use to determine justifications," Cocca said.

"Basically, in layperson terms, it

means if you are able to articulate that you are in imminent and immediate danger so you have to protect yourself as a reasonable person, that deadly physical force is immediately necessary to protect yourself," he said.

But people still have to justify why they felt like their lives were threatened, he added.

Law enforcement and dispatchers frequently emphasize being "the best witness possible," avoiding deadly force unless "you think you absolutely have to," Cocca said.

"You need to make sure you are safe at all times," he said. "There is no crime worth your own life."

Commissioners asked if there was a way to convey the laws to residents.

Fox said the message of being a good witness "ought to be out there a little more clearly."

When Zimmerman started following Martin, the 911 dispatcher told him, "We don't need you to do that."

"I'm sure that this gentleman perhaps wishes he had followed the 911 opera-

tors," Fox said. "Now, whether he's the good guy or bad guy, I don't know. But I think we can all agree he and his family are in a ... mess that's not going to be settled anytime soon."

Alan Korwin, a gun-law expert and author of "The Arizona Gun Owner's Guide," summed up self-defense laws in two sentences.

"If innocent life doesn't immediately depend on it, don't shoot," he said. "And if it does, don't miss."

Korwin, publisher of Scottsdale-based Bloomfield Press, which produces and distributes gun-law books, said it is "always better to avoid a gunfight than to win one."

At the same time, he stressed that people have a right and duty to protect their lives against a criminal assault.

"If somebody had attacked you, had broken your nose, got on top of you and slammed your head into the cement, that is a potentially deadly threat," he said.

"If a good person survives by stopping a criminal in the midst of an attack, that's really a good thing."

Attachment V:
2012/2013 SHRC Program Planning
Strategy

Scottsdale Human Relations Commission Proposed Programming 2012/2013

Objectives

- Build bridges between peoples
- Provide education via subject matter experts
- Deliver high quality products with impact
- Be relevant, current and responsive
- Provocative events that attract attention and prompt participant action

Proposed Activities

Outreach

Commissioners will visit various neighborhood watch groups, by either selection or invitation, and participate in various City sponsored events to promote SHRC mission, purpose and sponsored events.

1. Neighborhood Watch(NW) Interactions:
 - Presentations
 - Diversity Training
 - Blast Mailings
2. GAIN (Getting Arizonians Involved in Neighborhoods) Programs:
 - Attend Neighborhood Watch Celebration (1st meeting for Neighborhood Watch Captains), September 6, 2012, 6:00-6:30 p.m.
 - Community-wide Block Parties, October 27th, 4:00 7:00 p.m.
3. City Sponsored Events
 - La Gran Fiesta:
 - Staff Resources Table (Nov 5th)
 - Dr. Martin Luther King Jr.
 - Staff Resources
4. Attend Community Partnership Events
 - East Valley NAACP
 - Mayor's Committee on Employment of People with Disabilities
 - ADL
 - Asian Chamber of Commerce
 - Urban League
 - Scottsdale Chamber of Commerce
 - Asian Chamber of Commerce
 - Black Chamber of Commerce
 - Maricopa NAACP
 - Phoenix Indian Center
 - Greater Phoenix Hispanic Chamber of Commerce

Attachment VI:
2012/2013 Civil Dialogue Series Brochure

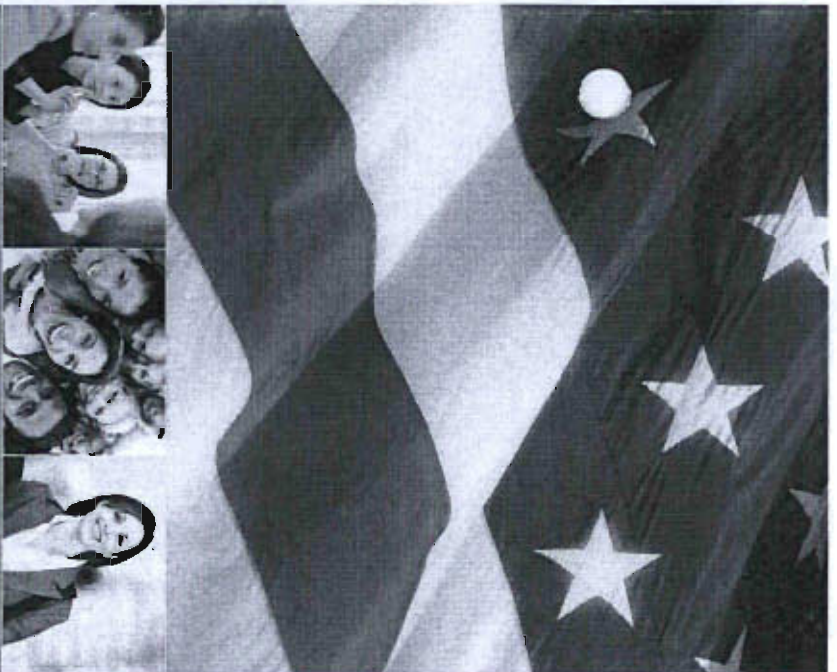
Scottsdale Human Relations
Commission Mission:

*Creating Communication Networks to
Promote Diversity and Move Towards
the Elimination of Discrimination
and Prejudice.*



Human Resources
City of Scottsdale
7575 E Main Street
Scottsdale, AZ 85251

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CITY OF SCOTTSDALE



Civil Dialogue Series 2012-2013

*"A single conversation with a wise man is
better than ten years of study"*
- Chinese Proverb



Civil Dialogue Series

Please join the Scottsdale Human Relations Commission in partnership with Scottsdale Libraries in presenting the Civil Dialogue Series 2012-2013.

Listen Up:

A Community Conversation on Civility

National and local leaders on civility will engage in a spirited conversation on civil discourse. Joining us for an evening of open conversation and active listening will be:

Fred Duval

President, National Institute for Civil Discourse

Dr. Matthew Whitaker

Arizona Humanities Council Project Civil Discourse

Lisa Urias

Regional expert on civil rights and communications

Moderated by: Cynthia S. Wenstrom
Chairman, Principles for Civil Dialogue
Initiative Scottsdale Leadership, Class 25

Monday

October 15, 2012

Civic Center Library Auditorium
3839 N. Drinkwater Blvd.
6:00 p.m.

Civil Dialogue:

The Need for Conversation

Don Logan is a nationally recognized diversity advocate and author. Mr. Logan, the former City of Scottsdale director of Diversity and Dialogue, will share his experiences in the evolution of diversity in Scottsdale and his book, "Targeted Delivery - Destination: Scottsdale, Arizona", which is based on the 2004 Scottsdale bombing incident which nearly took his life.



Thursday

February 7, 2013

Civic Center Library Auditorium
3839 N. Drinkwater Blvd.
6:00 p.m.

Coming to America:

Understanding the Refugee Experience

Refugees living in Scottsdale from various countries will join the community for an eye-opening conversation to discuss the challenges refugees face that include finding housing, jobs, coping with language barriers, and obtaining education and job training for themselves and their families.

Wednesday

May 8, 2013

Civic Center Library Auditorium
3839 N. Drinkwater Blvd.
6:00 p.m.

To register or for more information, go to
www.scottsdaleaz.gov/HR/diversity/events/CivilDialogueSeries
or contact the Office of Diversity at
(480) 312-7772



Join experts in call to action on principles for civil dialogue

Follow me on a mind-tour of the Four Corners area of our beautiful state. Can you see the sky with just a puff or two of bright, billowing clouds dotting pristine azure skies, with the alluring crimson rocks of Monument Valley towering above the desert floor? But wait, what is that cloud of dust? BEEP, BEEP, and a whirlwind of motion chasing behind? It's Roadrunner and Wile E. Coyote, of course! And if ever there was an iconic pair absorbed in uncivil discourse, it was those two characters of the animated screen.

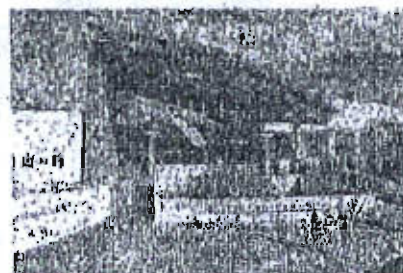
My Turn
CYNTHIA WENSTRÖM

These two fictional images reach across many demographics to demonstrate the value of civil dialogue. Civil dialogue advances public interests, as opposed to selfish interests.

A bit of background: It was early

January 2011 when Scottsdale Leadership's Class 25 was presented with the opportunity to envision civility within Scottsdale and to create a vision for our community. As the eager community leaders-in-the-making hashed out details and weighed options and what-ifs for this vision, they could not imagine the reach of their brainstorming. By June 2011, the newly created Principles for Civil Dialogue (PCD) Committee had synthesized the preliminary work into a memorable statement: As a member of the Scottsdale community, I will Genuinely listen; Speak respectfully; and Be accountable for my words and actions. There is also a brief statement that further explains each of these statements.

In November 2011, Mayor Lane presented Scottsdale Leadership with a proclamation of his support for this important community initiative. Since then this grass-roots effort by Scottsdale Leadership has grown to several organizations that support the PCD



A forum on civil dialogue will be at Scottsdale Civic Center Library. THE REPUBLIC

through adoption or endorsement of these principles.

Now back to Roadrunner and Wile E. Coyote. What could these two characters have accomplished if they'd used all their energies to communicate civilly? I dare say we'd see them as the principals of the highly diversified and phenomenally successful Acme Corporation: innovators in cement production; home appliances; meat sleds; and

mers and grand pyrotechnics!

So how about you, your civic organization, your company? What will you accomplish through civil dialogue and actions? Please join me with national, regional and local experts: Fred DuVal, president, National Institute for Civil Discourse; Matthew Whitaker, Arizona Humanities Council Project Civil Discourse; Lisa Urias, regional expert on civil rights and communications and Chris Coppola, Scottsdale Community editor, *The Arizona Republic*, at Listen Up: A Community Conversation on Civility on Oct. 15, 6-8 p.m. at the Scottsdale Civic Center Library.

Register for this free public forum at 480-312-7772, 480-312-7738 or <http://www.scottsdaleaz.gov/HR/diversity/events/CivilDialogueSeries>.

Cynthia Wenström is a graduate of Scottsdale Leadership Class 25 and serves on the Board of Directors as the Principles for Civil Dialogue chairman.

**Attachment VII:
Annual Report Power Point Presentation
and City Council Agenda**



Scottsdale Human Relations Commission

City Council Presentation
Tuesday, June 19, 2012



Scottsdale Human Relations Commission (SHRC):

- Purpose: SHRC
- Highlights: 2011-2012 Initiatives
- Research: "What We Learned"
- Proposed: 2012-2013 Initiatives

Scottsdale Human Relations Commission

- Purpose of Scottsdale Human Relations Commission
- Highlights of 2011-2012 Programs and Events
- Research: "What We Learned"
- Proposed 2012-2013 Initiatives

Attachment VIII:
La Gran Fiesta Flyer



FREE • GRATIS

LA GRAN FIESTA

presenting
sponsor

WELLS
FARGO

A Celebration of Latin and Hispanic Cultures

Saturday, November 3, Noon - 9 p.m. | FREE Admission

Spend the day with friends and family at this free action-packed festival! Enjoy performances by Arizona's top Latin bands, fun activities for children and families, an arts-and-crafts Mercado, educational exhibits and more.



Tiempo Libre

Saturday, November 3, 7 p.m. | FREE Admission

Outdoors at Scottsdale Center for the Performing Arts

One of the hottest young Latin dance bands, Miami-based Tiempo Libre is celebrated for its high-voltage sound.



Celebrate the Rich Diversity of Latin and Hispanic Cultures

Saturday, November 3, Noon – 9 p.m.

Scottsdale Civic Center Park | FREE Admission



- Enjoy live music and dance, including traditional bomba y plena, canta y baile de Chile, mariachi, baile folklórico, danza de Colombia, Bachata, Merengue, Samba and danzón.
- Games and interactive arts and crafts for the whole family from noon to 6:30 p.m. at Pueblo de los Niños.
- Discover beautiful handmade arts and crafts at the Mercado.
- Savor delicious South American, Latin Caribbean and Mexican foods from Distrito and Aji Mobile Foods.
- Happy hour begins at 5 p.m. with drink specials and a roving mariachi band.
- Stay for the high-voltage sound of the Miami-based dance band Tiempo Libre, starting at 7 p.m.

Complete event schedule at ScottsdalePerformingArts.org.

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Eddie Palmieri Salsa Orchestra

With Herman Olivera

Friday, November 2, 8 p.m.

Tickets start at \$29

Eddie Palmieri and his toe-tapping orchestra are joined by vocalist Herman Olivera for a soul-shaking night of fiery, red-hot salsa.

FREE Salsa Lesson at 6:30 p.m.

ScottsdalePerformingArts.org

480-499-TKTS (8587)

Attachment IX:
Recommendation and
The Arizona Accord

November 6, 2012

The Honorable Mayor Jim Lane and
Scottsdale City Council Members
3939 N. Drinkwater Blvd
Scottsdale, AZ 85251

Dear Mr. Mayor and City Council Members:

At the regular, monthly meeting of the City of Scottsdale Human Relations Commission held on August 13, 2012, our Commission voted unanimously to recommend that the City of Scottsdale endorse the Arizona Accord in support of the "Five Principles to Guide Arizona's Immigration Discussion."

As you'll recall from the Commission's June 2012 presentation to Council, we outlined the research we have conducted on the myriad of issues related to immigration. We have come to the conclusion that following the principles of the Arizona Accord will lead our community to a more positive dialogue and potential solutions to the issues related to immigration.

Further, we believe Scottsdale should be a leader on this matter and join the scores of other communities, business and civic leaders who have already endorsed these important tenets.

We would appreciate you taking up this recommendation at the next scheduled City Council meeting.

Attached you will find a copy of the Accord. We are certainly available to provide you with further background on these matters and also direct you to www.ArizonaAccord.com for more information. In the meantime, do not hesitate to contact me at 480-262-7957 or jeff.jameson@cox.net.

We thank you in advance for your leadership and action on this matter.

Sincerely,

Jeff Jameson - Chair
Scottsdale Human Relations Commission
9063 E. Aster Dr.
Scottsdale, AZ 85260

THE ARIZONA ACCORD

A DECLARATION OF FIVE PRINCIPLES TO GUIDE ARIZONA'S IMMIGRATION DISCUSSION



PURPOSE OF THE ARIZONA ACCORD:

- Provide a broad set of guiding principles to serve as guard rails and help frame the drafting, debate and passage of state and federal legislation related to immigration.
- Establish a tone for all immigration discussions that is based on respect and the deeply held values and characteristics that make Arizona a strong community.
- Create a simple document that does not advocate for specific legislative solutions but calls upon government bodies to seek a proper balance between the principles of a free-market economy, the enforcement of the law and the strength of families in our communities.

GENESIS:

- During a series of Arizona Immigration Solutions Conferences held throughout the state over the past several months, a panel on the Utah Compact was included on the agenda. During these presentations, Utah business leaders and state legislators outlined the significant impact and moderating affect the Compact had on the immigration debate and legislation enacted in their state. Conference participants raised a clear call for a similar document to be developed in Arizona.
- Independently several community-based organizations were also reviewing, adopting and advocating the principles of the Utah Compact as a compassionate and holistic approach for immigration issues.

OBJECTIVE:

- Guide the tone of the immigration discussion in Arizona and provide to the nation a more accurate reflection of our state's people and our values.
 - Gather support and endorsements of the ARIZONA ACCORD from a wide array of local governments and community interest groups representing the business, civic and faith organizations throughout Arizona.
 - Inform our state's decision makers of the value principles found in the ARIZONA ACCORD through news and social media outlets.
 - Launch a website where citizens living across Arizona can express their support for the guiding principles outlined by the ARIZONA ACCORD.
 - Raise public awareness of the need for sensible, enforceable immigration reforms at the federal and state level to fix the broken immigration system in our country.

PARTIAL LISTING OF ORGANIZATIONS ENDORSING THE UTAH COMPACT: Salt Lake City Chamber of Commerce; Economic Development Corporation of Utah; Utah League of Cities and Towns; Utah United Way; Salt Lake City Downtown Alliance; Utah Valley Chamber of Commerce, the Utah State Board of Education and numerous religious leaders as well as over 4,700 citizens through the Utah Compact website.

PURPOSE OF THE ARIZONA ACCORD:

- Provide a broad set of guiding principles to serve as guard rails and help frame the drafting, debate and passage of state and federal legislation related to immigration.
- Establish a tone for all immigration discussions that is based on respect and the deeply held values and characteristics that make Arizona a strong community.
- Create a simple document that does not advocate for specific legislative solutions but calls upon government bodies to seek a proper balance between the principles of a free-market economy, the enforcement of the law and the strength of families in our communities.

The Arizona Accord

[READ THE ACCORD](#) | [SIGN THE ACCORD](#) | [ABOUT THE ACCORD](#) | [MEDIA](#)

BUSINESSES AND ORGANIZATIONS

Name	City	State
retired	GREEN VALLEY	AZ
Casa Freehold	Freehold	NJ
Federal Government	Chicago	IL
Farmers Investment Co. - FICO	Sahuarita	AZ
Catholic Community Services of Southern Arizona	Tucson	AZ
Sun Eagle Corporation	Chandler	AZ
Health Care Alternatives	Mesa	AZ
Alpine Valley Bread Co.	Mesa	AZ
People of Color Network	Phoenix	AZ
CPLC	Flagstaff	AZ
Chicanos Por La Causa	Phoenix	AZ
Chicanos Por La Causa	Avondale	AZ
Chicanos por la causa	Phoenix	AZ
Tempe Hispanic Forum	Tempe	AZ
Johnson and Hunter, Inc.	Phoenix	AZ
Farnsworth Companies	Mesa	AZ
Panorama Online News panoramaz.com	Buckeye	AZ
Your Potential Power	Gilbert	AZ
Lamp Left Media	Phoenix	AZ
Yuma Fresh Vegetable Association	Yuma	AZ
Arizona Employers for Immigration Reform	Phoenix	AZ
Arizona Farm Bureau	Phoenix	AZ
Arizona Hispanic Chamber of Commerce	Phoenix	AZ
Arizona Interfaith Network	Phoenix	AZ
Chicanos Por La Causa	Phoenix	AZ
City of Mesa Human Relations Advisory Board	Mesa	AZ
City of Phoenix Human Relations Commission	Phoenix	AZ
Friendly House	Phoenix	AZ
Greater Phoenix Economic Council (GPEC)	Phoenix	AZ
Greater Phoenix Leadership (GPL)	Phoenix	AZ
Ironco Enterprises	Phoenix	AZ
McCarthy Construction	Phoenix	AZ
Northern Arizona Interfaith Council	Flagstaff	AZ
One Arizona Interfaith Leaders	Phoenix	AZ
Pima County Interfaith Council	Tucson	AZ
Promise Arizona	Phoenix	AZ
Sundt Construction	Phoenix	AZ
The City of Tolleson	Tolleson	AZ
The Real Arizona Coalition	Phoenix	AZ
Tucson Hispanic Chamber of Commerce	Tucson	AZ
Valle del Sol	Phoenix	AZ
Valley Interfaith Project	Phoenix	AZ
Western Growers	Phoenix	AZ
Yuma County Interfaith Council	Yuma	AZ
Occupy Phoenix	Scottsdale	AZ
PDA Arizona	Gilbert	AZ
East Valley Patriots	Chandler	AZ
LULAC	Mesa	AZ
S.U.F.F.R.A.G.E.	Tempe	AZ
Phoenix DREAMers	Phoenix	AZ

1 2

SHARE THE ACCORD

The Arizona Accord

[READ THE ACCORD](#) | [SIGN THE ACCORD](#) | [ABOUT THE ACCORD](#) | [MEDIA](#)

BUSINESSES AND ORGANIZATIONS

Name	City	State
achen gardner construction	chandler	AZ
La Raza Unida	Tucson	AZ
We buy junk cars Phoenix	Phoenix	AZ
ZonieBaskets LLC	Phoenix	AZ
IN Touch News Magazine	Phoenix	AZ
Cafe Con Leche Republicans	Marshall	TX
Respect Respeto	Phoenix	AZ
Clean Cut Landscape Management	Flagstaff	AZ

1 2

SHARE THE ACCORD

Please ask your friends to join you in lending their support by signing the Arizona Accord either by personal contact or by using the FACEBOOK and TWITTER links provided below.



Your email:

me@myemail.com

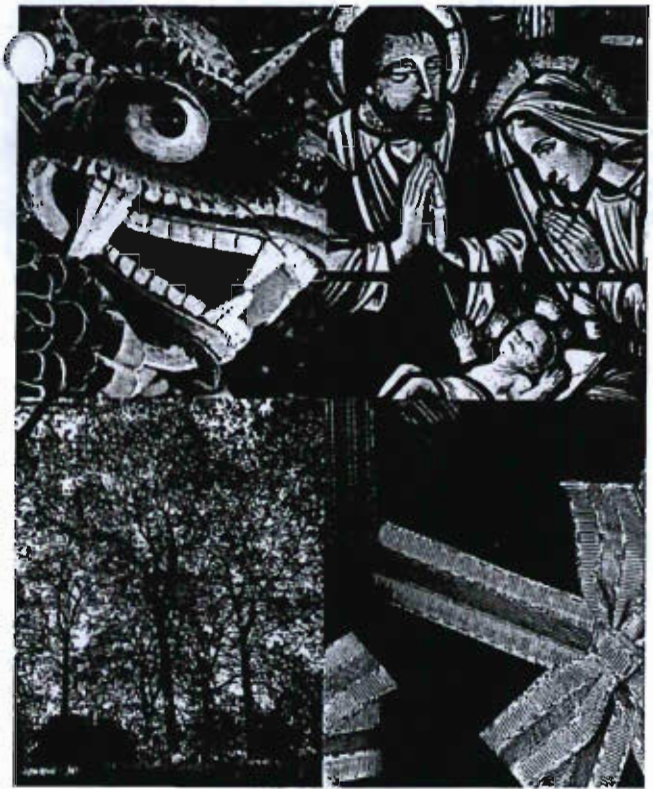
Your friend's email:

yourfriend@email.com

MAJOR ENDORSING ORGANIZATIONS AND BUSINESSES

- Greater Phoenix Leadership (GPL)
- Greater Phoenix Economic Council (GPEC)
- Arizona Farm Bureau
- Western Growers
- Arizona Hispanic Chamber of Commerce
- Tucson Hispanic Chamber of Commerce
- Chicanos Por La Causa
- The Real Arizona Coalition
- Arizona Interfaith Network
 - Valley Interfaith Project
 - Northern Arizona Interfaith Council
 - Yuma County Interfaith Council
 - Pima County Interfaith Council
- City of Tucson
- City of Tolleson
- City of Mesa Human Relations Advisory Board
- City of Phoenix Human Relations Commission
- City of Tucson Human Relations Commission

Attachment X:
Sharing the Season Brochure and
Holiday Harmony Craft Illustration



Sharing the Season 2012-2013

*A guide to the
different religious
and cultural
observances
during this
joyous season*



Diversity Advisory Committee

The Diversity Advisory Committee (DAC) would like to thank you for taking the time to read this publication. We have put forth great effort to try and make this booklet as inclusive of all cultures and religions as possible. If we have omitted any observance or holidays that you would like included in the future, please call us at (480) 312-7772.

Feel free to contact us with any questions — or concerns you might have.



ADVENT

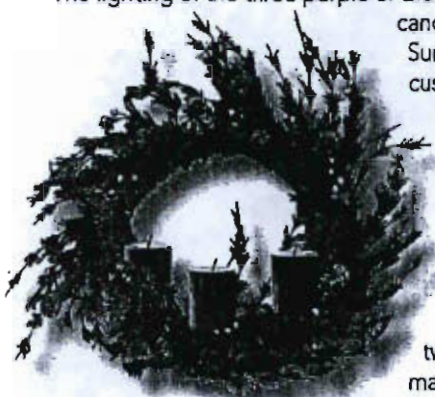
December 2 - December 23, 2012

Christian

Advent in Latin means adventus, or coming. The season is approximately four weeks in length. Advent is a season of penitence, preparation and anticipation. Advent's significance lies within its Latin meaning. The Advent season is meant to celebrate Christ's first appearance among men. But, it is also a time to reflect on your life in preparation for Christ's second coming as it is prophesied.

In preparing for Advent, candles on an Advent wreath (a simple circle of green) are lit. The wreath is a symbol of eternal promise. The lighting of the three purple or blue candles and one pink

candle (the third Sunday) each Sunday during Advent focuses is on the increasing crescendo of light as the celebration of Jesus' birth is approached. The white candle, known as the Christ candle, is lit with the other four on Christmas Eve and each of the following twelve world days of Christmas as a reminder that Jesus has come as the light of the world.



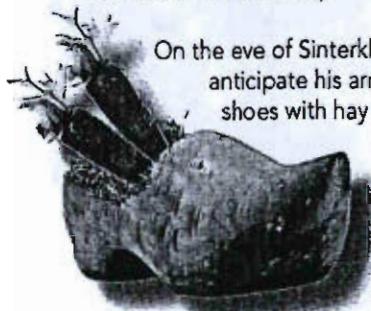
SAINT NICHOLAS DAY

December 6, 2012

Netherlands

Saint Nicholas' existence is not attested by any historical document, so nothing certain is known of his life except that he was probably bishop of Myra in the 4th century. Nicholas' reputation for generosity and kindness gave rise to legends of miracles he performed for the poor and unhappy. He was reputed to have given marriage dowries of gold to 3 girls whom poverty would otherwise have forced into lives of prostitution, and he restored to life 3 children who had been chopped up by a butcher. In the middle ages, devotion to Nicholas extended to all parts of Europe. After the Reformation, Nicholas' following disappeared in all the Protestant countries of Europe except Holland, where his legend persisted as Sinterklaas (a Dutch variant of St. Nicholas).

On the eve of Sinterklaas Day, children eagerly anticipate his arrival. Dutch children stuff their shoes with hay and carrots for Sinterklaas' horse. By morning, if the children have been good, the fodder has been replaced with gifts. This tradition is also sometimes celebrated in Belgium and Switzerland.



BODHI DAY

December 8, 2012

Buddhist

Once Siddhartha Gautama left his home and family and all his possessions behind at the age of 29 to discover the meaning of life, particularly its hardships. After six years of rigorous discipline and devotion under the guidance of a number of spiritual teachers, he still hadn't found what he was looking for. While travelling with a small group of fellow seekers, he went off by himself, broke fast, and sat down under a papal tree and vowed not to arise until he understood. He sat through a week and on the eighth morning he came to the realization, which became the founding principles of what the modern world calls Buddhism. Bodhi Day - usually observed December 8th or the Sunday immediately preceding the date, according to Mahayana tradition, of Siddhartha Gautama's realization and presentation to his fellow seekers of the four Noble Truths.

FEAST OF THE IMMACULATE CONCEPTION

December 8, 2012

Roman Catholic

The Immaculate Conception, on the Roman Catholic Church calendar of holy days, is celebrated on December 8th as a day of obligation and commemoration of the immaculate conception of Mary. To the Roman Catholic, December 8th is a significant day, not to be treated lightly. As a holy day of obligation, Catholics are required by the first Precept of the church to attend mass.

Every year, the Pope visits a statue of Mary, which is located in the Spanish Square in Rome and crowns the statue with a garland of flowers. The faithful then place flowers at the base of the column in homage to the immaculate, sinless Mary.



HANUKKAH

December 9 - December 16, 2012
(Begins at sundown on December 8)
Jewish

Hanukkah is often misunderstood as the "Jewish Christmas" since it occurs near Christmas. It actually commemorates the victory of the Jewish people over the Syrian Greeks in 165 B.C. This victory marked the end of a three-year period of religious persecution and restored Jewish independence.

According to legend, when the Jews returned to their Holy Temple in Jerusalem after they defeated the Syrian Greeks, they discovered it had been defiled by pagan worship. In an attempt to cleanse and rededicate their Temple, the Jews needed oil to light the menorah, a holy lamp, or candelabra, used in the Temple service. A single bottle of oil, which normally would have lasted only one night, was discovered in the Temple chambers. However, by a miracle, the one bottle of oil lasted eight days and nights, until new oil could be produced.

Hanukkah is a joyous, eight-day celebration commemorating the rededication of the Temple in Jerusalem and the miracle that a one day supply of oil lasted eight days. An eight-branched menorah that symbolizes the eight nights the oil miraculously lasted is used during the celebration.

On the first night of Hanukkah, one candle of the menorah and an additional candle is lit each night until the eighth night. This ceremony has given the holiday the additional name of "Festival of Lights."

During Hanukkah, it is common for family members to exchange gifts and for children to play with a dreidel, a four-sided top inscribed with the Hebrew letters for "a great miracle happened there." Potato pancakes, or latkes, are a traditional food treat, with the oil used for cooking recalling the oil in the sacred lamp.



FIESTA DE GUADALUPE (Our Lady of Guadalupe)

December 12, 2012

Mexico

Juan Diego, a local Indian who had been converted to Catholicism, encountered a beautiful dark skinned woman on a hill known as Tepeyac on December 9, 1553. She called herself the Virgin Morena. She told him she wanted a church built in her honor on the hill and asked him to tell Bishop Juan de Zumarraga. The Bishop did not believe Juan Diego and asked him to provide proof. Juan returned to the hill on December 12 and the Virgin appeared again. She told him to gather the roses that had bloomed out of season and bring them to the Bishop as proof. Juan gathered the flowers in his cloak and when he spilled them onto the floor to show the Bishop, there was a perfect image of the Virgin on the inside of his cloak. The church was built and many Indians were converted with the help of the "La Virgen Morena" (the Dark Virgin) and today she is honored as the Queen de Mexico.

In the week ending December 12, more than 7 million people travel to the Basilica in Mexico City to honor her. Boys and girls are dressed as the Virgin and Juan while they participate in the fiesta. This is the most important pilgrimage taken each year and one of the most important dates in the Mexican calendar.

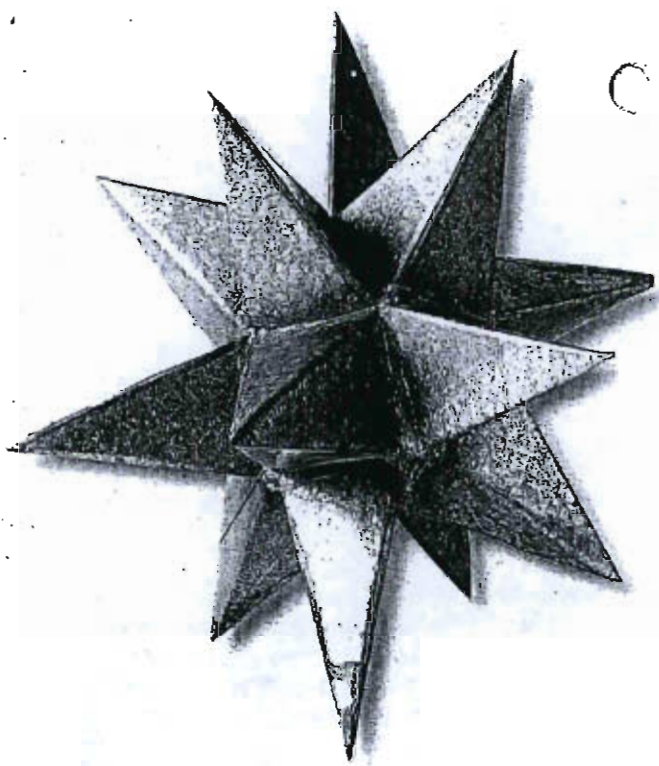
SANTA LUCIA

December 13, 2012

Sweden

Santa Lucia was a virgin and a martyr. She lived in Syracuse, a town on the Italian island of Sicily and came from a wealthy family. In the days of early Christian persecution, Lucia is said to have carried food to Christians hiding in dark underground tunnels. To light the way, she wore a wreath of candles on her head. Spurning marriage and worldly goods, she vowed to remain a virgin in the tradition of St. Agatha. An angry suitor reported her to the local Roman authorities, which sentenced her to be removed to a brothel and forced into prostitution. This order was thwarted, according to legend, by divine intervention, and Lucia became immovable and could not be carried away. She was next condemned to death by fire, but she proved impervious to the flames. Finally, a sword pierced her neck and she died. Lucia symbolizes light and growth for human and beast as she emerges out of the darkness.

In Sweden, St. Lucy's Day marks the beginning of the Christmas Celebration as the Festival of Lights. The night before, children leave their shoes outside in order to collect her offerings. Then, in the morning, the eldest daughter in each family dresses in a white dress with a red sash and wears an evergreen wreath with 7 lighted candles on her head. She carries coffee and buns to each family member in his or her room and wakes them up with song. At one time, December 13th was the shortest day of the year and St. Lucia, the queen of light, was believed to lead the way for the sun to bring longer days.



LAS POSADAS

December 16-24, 2012
Mexico/United States

Las Posadas party is celebrated every evening from December 16th to the 24th. This celebration commemorates Mary and Joseph's cold and difficult journey from Nazareth to Bethlehem in search of shelter. "Posada" in Spanish simply means lodging or shelter.

Each one of these nights before Christmas, a party is held in a home in the neighborhood. At dusk, all the guests gather outside the house. A small child dressed as an angel leads, followed by children carrying figures of Mary and Joseph. Boys and girls dressed in silver and gold robes constitute the procession, followed by the adults and musicians. Everyone sings as they walk slowly along, carrying their lit candles. When the house is reached, the group divides into two. One half remains outside and begs for shelter from the other half, which is inside the house. The doors are then opened, the religious celebration ends and the party begins.

The happy end to each Posada has always been the pinata. They are traditionally made in the shape of a star to recall the one that so mysteriously guided the Three Kings to the newborn Jesus.

CHRISTMAS

December 25, 2012

Christian



Christmas was not celebrated as the birth of Jesus until 400 A.D. When church officials decided to institute the birth of Jesus as a holiday. Even though the bible does not mention a date for his birth, and some evidence suggests that his birth may have occurred in the spring, Pope Julius I chose December 25th. By holding Christmas at the same time as traditional winter solstice festivals, church leaders increased the chances that Christmas could be popularly embraced. First called the Feast of the Nativity, the custom had spread throughout the Christian world by the end of the eighth century.

When the Pilgrims came to America in 1620, their Puritan beliefs were so strong that Christmas was not a holiday in America and was actually outlawed in many of the colonies.

However, it wasn't until the nineteenth century that Americans began to embrace Christmas. (Christmas in America wasn't declared a federal holiday until June 26, 1870.) Classic holiday tales like Charles Dickens' *A Christmas Carol* and Washington Irving's stories about the celebration of Christmas struck a powerful chord in the United States and showed members of Victorian society the benefits of celebrating the holiday.

Americans re-invented Christmas, changing it from a once raucous carnival-type holiday into a family centered day of peace and nostalgia. They believed that Christmas should be a peaceful, warm-hearted holiday bringing groups together across lines of wealth or social status. As a result, Americans built a Christmas tradition all their own that incorporated pieces from many other customs that have endured to the present day. Typical Christmas celebrations consist of decorating pine trees, sending holiday cards, colorful decorations and gift giving.

Families often have their own traditions, especially concerning when gifts are exchanged and what foods are served.

BOXING DAY/ST. STEPHENS DAY

December 26, 2012

Britain, Bahamas, Canada, England, Ireland, Australia and Scotland

Long ago, servants were required to work on Christmas. It was their responsibility to make the holiday run smoothly for wealthy landowners. The servants were allowed to take leave on December 26th and visit their families. The employers gave each servant a "box" containing gifts and bonuses. Around the 800s, churches began to open their alms boxes and distribute the contents to the poor. In England today, few people have servants, but the custom of giving gifts or money to those who provide service continues.

St. Stephens Day commemorates a wren that supposedly betrayed the presence of St. Stephens when he was in hiding. He was then caught and executed. Wren boys go from door to door with a wren on a stick singing traditional song and begging for treats. This is observed in Poland and Ireland. The Poles continue to celebrate Christmas in the days between Christmas and New Years. They have parties, visit friends and far away relatives.

KWANZAA

December 26, 2012 - January 1, 2013

African American

Kwanzaa (Kwansa) is a cultural holiday celebrated by many African-Americans. It is held over seven days from December 26th through January 1st. Doctor Maulana Karenga, a professor at California State University Long Beach, established it in 1996.

The origins of Kwanzaa can be traced to the harvest celebrations in Africa. The name "Kwanzaa" is derived from the phrase "mutunda ya kwanza" which means, "first fruits" in Swahili, a Pan-African language most widely spoken in Africa. Evidence of the first-fruits celebrations being celebrated in Africa can be traced as far back as ancient Egyptian and Nubian times. Kwanzaa builds on the five fundamental activities of continental African "first-fruit" celebrations: gathering; reverence; commemoration; recommitment; and celebration. Kwanzaa was established in the United States born out of the African-American freedom movement of the sixties, to not only build on the five principles, but to introduce and reinforce Nguzo Saba (seven principles) of communitarian African values.

HOLY INNOCENTS DAY

December 28, 2012

Mexico and Morocco

Attempting to find the infant Jesus and kill him, King Herod ordered the killing of children in Bethlehem. Current research indicates that between 6 and 20 children were killed. This day is set aside to remember the children who died because of the birth of Jesus.

CHRISTMAS

January 6, 2012

Armenian Apostolic Church

This celebration dates back to 325 A.D., when Constantine, the Roman Empire's first christian emperor, summoned the council of Nicaea from where the state was ruled and decreed that Christmas should be celebrated on January 6th. This date also marks the epiphany or baptism of Christ.





EPIPHANY/THREE KINGS DAY

January 6, 2013

Christian/Puerto Rico, Bavaria and Austria

Epiphany is one of the three major Christmas celebrations along with Christmas and Easter. It is celebrated by Christians to commemorate the presentation of the infant Jesus to the Magi, or three wise men, Caspar, Melchior and Balthasar. According to an old legend, these three kings saw, on the night Christ was born, a bright star. They followed it to Bethlehem and found there the Christ child and presented it with gold, frankincense and myrrh.

Epiphany is derived from the Greek epiphaneia and means manifestation or to appear. In a religious context, the term describes the appearance of an invisible divine being in a visible form. This day is also known as "The Adoration of the Maji" or "The Manifestation of God." January 6th also marks the end of the Twelve Days of Christmas.

CHRISTMAS/NEW YEAR/EPIPHANY

January 7 - 14 - 20, 2013

Russian Orthodox Church

In the Russian Orthodox calendar, January 7th is Christmas Day. The New Year is celebrated on January 14th and the Epiphany is celebrated on the 20th.

DIA DE LA ALTAGRACIA (Our Lady of Altagracia)

January 21, 2013

Dominican Republic

Popular piety has it that the devout daughter of a rich merchant had asked him to bring her a portrait of Our Lady of Altagracia from Santo Domingo. The father tried to get it for her with no success. Neither clergymen nor tradesmen had ever heard that Marian title. The merchant decided to stay overnight at a friend's home. After dinner, feeling sorry for his daughter's possible disappointment should he arrive empty handed, he described to those present his unsuccessful search. As he spoke, an old man with a long beard who was passing by, took out of his knapsack a rolled up painting and gave it to the merchant saying, "This is what you are looking for." It was the Virgin of Altagracia. At day break the old man had disappeared. The painting depicts a nativity scene with Maria of Altagracia wearing the colors of the Dominican flag. A radiant crown and twelve stars frame her head which now has a crown on it. Our Lady of Altagracia is given credit for the first evangelization of the Americas.

TU B' SHEVAT (FIFTEENTH OF SHEVAT)

January 26, 2013

Jewish



Tu B' Shevat is the New Year of Trees. The holiday of Tu B'Shevat is not mentioned in the Bible. Tu B'Shevat marked the time, determined by the sages, when the trees no longer drew nourishment from the rains of the previous year and were now being fed by the rains of the new year. From this tradition a legend arose that on the 15th of Shevat a heavenly court judges the trees and pronounces their fate, similar to Rosh Hashanah, when an individual's fate is decided.

Tu B'Shevat was the date used to determine the age of trees for tithing. It was also used to determine whether a tree was mature enough for its fruit to be harvested.

When the Temple was destroyed, Tu B'Shevat lost its purpose, since the laws of tithing and planting did not apply outside the land of Israel. The Kabbalists, the Jewish mystics of Safed, reestablished the observance of Tu B'Shevat some 400 years ago. The Kabbalists saw Tu B'Shevat as a holiday which connected two ideas: the revival of nature after the long winter and the revival of the Jewish nation. They created a seder, similar in structure to the Passover seder, which included readings about trees, planting and nature, the ingathering of the Jewish exiles and the covenant of the people of Israel with God.

The holiday of Tu B'Shevat has two other names. It is called Rosh Hashanah Hailanot, the New Year of the Trees, and Chag HaPeirot, the Festival of Fruit. The name Tu B'Shevat comes from its Hebrew date. The holiday occurs on the 15th day of the month of Shevat. Fifteen is written with the letter tet (which equals 9) and vav (which equals 6). Tet and vav together are pronounced as "Tu." The Hebrew "B" means "in"; thus the name of the holiday is Tu B'Shevat.

CHINESE NEW YEAR (Year of the Snake)

February 10, 2013

China



Chinese New Year starts with the New Moon on the first day of the New Year and ends on the full moon 15 days later. The 15th day of the New Year is called the Lantern Festival, which is celebrated at night with lantern displays and children carrying lanterns in a parade.

The Chinese calendar is based on a combination of lunar and solar movements. The lunar cycle is about 29.5 days. In order to "catch up" with the solar calendar, the Chinese start an extra month once every few years (seven years out of a 19 year cycle). This is the same as adding an extra day on leap year. This is why, according to the solar calendar, the Chinese New Year falls on a different date each year.

New Year's Eve and New Year's Day are celebrated as a family affair, a time of reunion and thanksgiving. The celebration was traditionally highlighted with a religious ceremony given in the honor of Heaven and Earth, the gods of the household and the family ancestors.

The sacrifice to the ancestors, the most vital of all the rituals, united the living members with those who had passed away. Departed relatives are remembered with great respect because they were responsible for laying the foundations for the fortune and glory of the family.

The presence of the ancestors is acknowledged on New Year's Eve with a dinner arranged for them at the family banquet table. The spirits of the ancestors, together with the living, celebrate the onset of the New Year as one great community. The communal feast is called "surrounding the stove" or weilu. It symbolizes family unity and honors the past and present generations.

EID UL-FITR

August 8, 2013

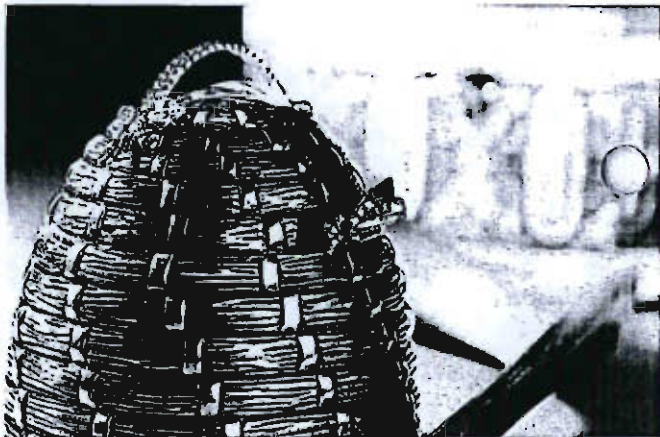
Muslim

Eid ul-Fitr often abbreviated to Eid, is a Muslim holiday that marks the end of Ramadan, the Islamic holy month of fasting. Eid is an Arabic word meaning "festivity", while Fitr means "to break fast"; and so the holiday symbolizes the breaking of the fasting period. It is celebrated after the end of the Islamic month of Ramadan, on the first day of Shawwal. Eid ul-Fitr lasts for three days of celebration and is sometimes also known as the "Smaller Eid" as compared to the Eid ul-Adha that lasts four days and is called the "Greater Eid"). Muslims are commanded by the Quran to complete their fast on the last day of Ramadan and then recite the Takbir all throughout the period of Eid.

ROSH HASHANAH

September 5, 2013 (begins at sundown on September 4)

Hebrew

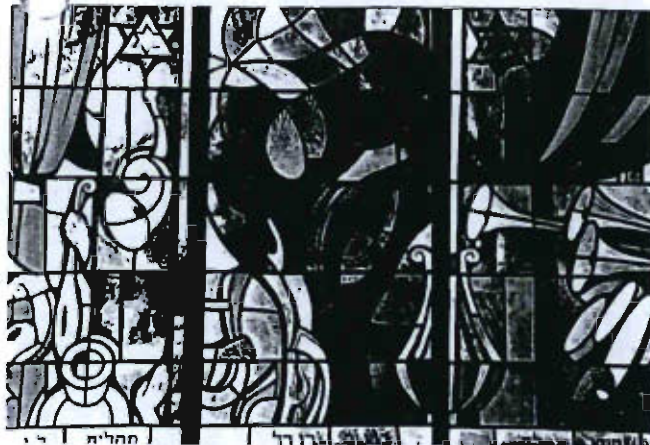


Rosh Hashanah, which means "head of the year," is commonly known as the Jewish New Year and first of the high Holy Days, which marks the beginning of a ten day repentance and spiritual renewal time. It is a solemn and holy time and also known as the Day of Judgement to reflect on life and one's relationship with God. Many traditions are associated with Rosh Hashanah such as the "shofar blast," sounds from a Ram's horn that are played in synagogues; celebrations where lush foods are offered such as apples, figs and other fruits, honey, Challah bread, vegetables, fish, meats and many special desserts. Holiday candles are lit and other decorations are displayed that signify the day. Work is not permitted on Rosh Hashanah - it is a holiday best described as a religious observance and festive day of interaction and celebration with family and friends.

YOM KIPPUR

September 14, 2013 (begins at sundown on September 13)

Hebrew



Yom Kippur, also known as the Day of Forgiveness, is the holiest day of the year for religious Jews. Its central themes are atonement and repentance. Jews traditionally observe this holy day with a 25-hour period of fasting and intensive prayer, often spending most of the day in synagogue services. Yom Kippur completes the annual period known in Judaism as the High Holy Days.

Human Relations Commission 2011 Annual Report



Human Relations Commission Annual Report

Prepared by Velicia McMillan, the Staff Liaison, on January, 9, 2012

Approved by the Human Relations Commission on January 9, 2012

Web Site Address: www.ScottsdaleAZ.gov/boards/HumRel

Number of Meetings Held: 10

Public Comments: 5

Major Topics of Discussion / Action Taken:

- Promoting Civility in Scottsdale: this on-going discussion has resulted in the Scottsdale Human Relations (SHRC) Commission Immigration Study: Facts & Recommendations
- Scottsdale Leadership presented principles of Civility. SHRC will partner with the library system to design a method for promoting this initiative within the City of Scottsdale
- The development and design of a Human Relations Commission Brochure. A brochure was designed to discuss the mission, purpose and programs. The brochure was formatted in house and APS sponsored the printing
- General Plan Update/Commissioner Simmons continued to serve on the task force to ensure input related to the HRC mission and objectives

Current Member Attendance:

Member Name, Title	Present	Absent	Service Dates
Jeff Jameson	9	1	From January to December*
Linda Simmons	8	2	From January to December*
Kuros Lamé	3	0	From January to March*
James Campbell	6	1	From April to December*
Bob Fox	10	0	From January to December*
Susan Galpin	7	3	From January to December*
Edward Lopez	6	4	From January to December*
Joel Martin	8	2	From January to December*

*Commissioner Campbell was appointed in April 2011, as replacement for Commissioner Lamé, whose term ended in March 2011.

Subcommittees: "None"

Ethics Training: Yes. January 10, 2011.

Selected Officers: Yes. January 10, 2011.

Reviewed Bylaws/City Code: February 13, 2011.

Additional Comments/Recommendations:

In addition to the above activity, the SHRC collaborates with Human Relation Commissions in the east Valley on a quarterly basis to exchange ideas and solutions on community issues. The SHRC also sponsored or partnered with community entities on the following events:

- La Gran Fiesta- November 5,6 2011
- Regional Unity Walk, February 5, 2011

- Cross Cultural Communications Series, September 6, 15; October 6 ; February 14, 16 2012; March 7; April 5, 6.
- Dr. Martin Luther King Jr. Annual Celebration, January 12, 2011.

The SHRC continues to encourage Mayor and Council to attend our meetings and be more frequent attendees at our sponsored events.

Human Relations Commission 2010 Annual Report



Human Relations Commission Annual Report

Prepared by Linda Walton, Staff Liaison on January 4, 2011

Approved by the Human Relations Commission on January 10, 2011

Web Site Address: www.ScottsdaleAZ.gov/boards/hrc

Number of Meetings Held: 11

Public Comments: 2

Major Topics of Discussion / Action Taken:

- Support of Scottsdale Unified School District (SUSD) diversity initiatives in May/ Having ongoing conversations on how to align with the district on their initiatives
- Presentation on the current state of affairs in the law enforcement environment in September
- Reviewed citizen survey to assess if this tool could supply relevant information from the community on diversity, September
- Overview of the new immigration law (SB1070) and the impact on Scottsdale community, August -October, December/ Continued dialogue with stakeholders, including the Mayor, Valley Regional Human Relations Commissions, Chief of Police and other community representatives.
- General Plan Update/Commissioner Simmons served on the task force to ensure input related to the HRC mission and objectives

Current Member Attendance:

Member Name, Title	Present	Absent	Service Dates
Jeff Jameson, Chair	11	0	January-December
Linda Simmons, Vice-Chair	7	4	January-December
Bob Fox, Member	10	1	January-December
Susan Galpin, Member	10	1	January-December
Kuros Lame, Member	11	0	January-December
Ed Lopez, Member	10	1	January-December
Joel Martin, Member	8	3	January-December

Subcommittees: None

Ethics Training: Yes, February 8, 2010

Selected Officers: Yes, January 11, 2010 Commission confirmed Jeff Jameson, Chair and Linda Simmons, Vice-Chair

Reviewed Bylaws/City Code: Yes, revised on Dec. 13, 2010

Additional Comments/Recommendations:

In addition to the above activity, the Scottsdale HRC collaborates with Human Relation Commissions in the East Valley on a quarterly basis to exchange ideas and solutions on community issues. The SHRC also sponsored or partnered with community entities on the following events:

La Gran Fiesta-November 6-7, 2010

Regional Unity Walk- February 4, 2010

Cross Cultural Communication Series,-February 2, 4; March 2,4; April 6,8; November 4, 9

Dr. Martin Luther King Jr. Annual Celebration-January 7, 2010

The SHRC would like to invite Mayor and Council to attend our meetings and be more frequent attendees at our sponsored events.